



Code of Conduct

We foster a corporate culture guided by the following Code of Conduct:

Stehling Stanztechnik GmbH acknowledges its social responsibility within the scope of its business activities. The actions of our company and our employees are guided in particular by the values of integrity and fairness.

This Code of Conduct is a voluntary guideline intended to emphasize our commitment to fair, sustainable, responsible, and ethical principles of action. It applies to our management as well as to all our employees and serves as a foundation for all business relationships of our company.

The following conduct guidelines are based in part on the principles of the UN Global Compact, the Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child and the Elimination of All Forms of Discrimination, as well as the OECD Guidelines.

1. Compliance with Laws, Regulations, and Rules

We consider compliance with all laws governing our business conduct to be a matter of course and our social responsibility. We comply with all applicable laws, customer-specific regulations, and internal as well as supranational standards.

2. Fair Competition (Antitrust Law)

Stehling Stanztechnik GmbH is fully committed to fair competition. We reject any business conduct aimed at gaining an unfair advantage through anti-competitive or illegal behavior (antitrust laws and competition regulations apply accordingly).

3. Anti-Corruption

In dealing with our business partners (customers, suppliers, government institutions), we strictly reject corruption and bribery. We do not tolerate any conduct where business is conducted through improper means. Our employees comply with laws prohibiting the offering or granting of advantages—particularly financial incentives—to public officials. This principle also applies in dealings with all other business partners. No advantages may be offered or accepted in order to gain unfair competitive advantages. Employees must also not solicit or accept such advantages.

4. Handling Confidential Information (Trade Secrets)

Our employees are obligated to respect the trade secrets and intangible assets of Stehling Stanztechnik GmbH and its business partners. Intellectual property, trade secrets, and other confidential information must be protected from unauthorized disclosure. Employees may not disclose or use such information for purposes other than company business—including to family members or friends.

Rev.	Datum	Bearbeiter	Freigegeben	Änderungsinhalt
00	13.12.2019	P.Lüddecke	D.Stehling	Neuerstellung / Neuausgabe



5. Conflicts of Interest

All employees should avoid situations where personal interests conflict with company interests. Decisions must not be influenced by private interests. Supplier selection must be based on objective criteria such as quality, price, delivery reliability, technical standards, and certifications. Secondary employment must be expressly approved in writing by management.

6. Forced and Child Labor

Our company rejects all forms of forced and child labor. We adhere to United Nations regulations on human and children's rights. We are committed to complying with conventions on minimum employment age and the prohibition of child labor.

7. Occupational Safety, Environmental, and Health Protection

The health and safety of all employees, neighbors, customers, and anyone affected by our business activities are of utmost importance, as is environmental protection. We are committed to sustainable, future-oriented development, aligning economic and ecological goals to meet human needs and protect future generations. We take this responsibility seriously and strive for continuous improvement in occupational safety, health, and environmental protection. Every employee shares responsibility for safety. Regulations must be strictly followed, including sustainable resource use.

8. Social Responsibility

We believe social responsibility is essential to business success. We are committed to equal opportunities for all employees and condemn any discrimination or harassment based on gender, race, disability, origin, religion, age, or sexual orientation. We respect and support internationally recognized human rights. Employees are expected to foster a culture of openness, fairness, and collaboration. We are committed to providing a supportive working environment, comprehensive information, and promoting individual development needs.

9. Suppliers

We expect from our suppliers what our customers expect from us. Close cooperation from development to implementation forms the basis of a long-term partnership. A fair and respectful approach is essential. We expect our suppliers to adhere to the principles of this Code of Conduct.

Rev.	Datum	Bearbeiter	Freigegeben	Änderungsinhalt
00	13.12.2019	P.Lüddecke	D.Stehling	Neuerstellung / Neuausgabe



Code of Conduct

Compliance with the Code of Conduct

Stehling Stanztechnik GmbH ensures all employees are aware of and adhere to this code. Ongoing engagement with these principles is essential to foster a culture of integrity and trust.

We promote a corporate culture where integrity is openly discussed. Managers are expected to lead by example and guide their teams accordingly. Violations of this Code of Conduct will not be tolerated and will result in appropriate consequences.

Rev.	Datum	Bearbeiter	Freigegeben	Änderungsinhalt
00	13.12.2019	P.Lüddecke	D.Stehling	Neuerstellung / Neuauflage